

EEOC FORM 715-01 PART A - D		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
For period covering October 1, 2013, to September 30, 2014.					
PART A Department or Agency Identifying Information	1. Agency		1. Federal Communications Commission		
	1.a. 2 nd level reporting component				
	1.b. 3 rd level reporting component				
	1.c. 4 th level reporting component				
	2. Address		2. 445 12th Street S.W.		
	3. City, State, Zip Code		3. Washington, DC 20554		
	4. CPDF Code	5. FIPS code(s)	4.	5.	
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees				1. 1669
	2. Enter total number of temporary employees				2. 59
	3. Enter total number employees paid from non-appropriated funds				3. 0
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]				4. 1728
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. Thomas Wheeler, Chairman		
	2. Agency Head Designee		2.		
	3. Principal EEO Director/Official Official Title/series/grade		3. Thomas Wyatt, Director		
	4. Title VII Affirmative EEO Program Official		4. Linda Miller		
	5. Section 501 Affirmative Action Program Official		5.		
	6. Complaint Processing Program Manager		6. Linda Miller		
	7. Other Responsible EEO Staff		Ramona Mann, Acting Director		

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PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	CPDF and FIPS codes	
EEOC FORMS and Documents Included With This Report			
*Executive Summary [FORM 715-01 PART E], that includes:	X	*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]	X
Brief paragraph describing the agency's mission and mission-related functions	X	*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement	X
Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"	X	*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier	X
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	X	*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]	X
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	X	*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans	X
Summary of EEO Plan action items implemented or accomplished	X	*Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues	
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	X	*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects	
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	X	*Organizational Chart	

EEOC FORM 715-01 PART E	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Federal Communications Commission	For period covering October 1, 2013, to September 30, 2014.	
EXECUTIVE SUMMARY		
<p>Mission</p> <p>The Federal Communications Commission (FCC or Commission) is an independent U.S. Government Agency with primary authority for communications law, regulation and technological innovation. The FCC regulates interstate and international communications by radio, television, wire, satellite and cable in all fifty states, the District of Columbia and the U.S. territories. As the FCC faces economic opportunities and challenges associated with rapidly evolving advances in global communications, the FCC seeks to:</p> <ul style="list-style-type: none"> • Promote Economic Growth and National Leadership; • Protect Public Interest Goals; • Make Networks Work for Everyone; and • Promote Operational Excellence. <p>Results of the FCC's Annual Self-Assessment</p> <p>The Commission's FY 2014 total workforce was comprised of 1,728 employees, a 1.54% decrease from the prior year total of 1755 (27 fewer employees). The participation rates of men and women remained essentially the same, 49.59% for men and 50.41% for women. The distribution of the FY 2014 FCC workforce by Race/National Origin (RNO), Sex, and Reported Disability was as follows:</p> <ul style="list-style-type: none"> • While males 34.95% (604) • White females 24.71% (427) • Hispanic or Latino males 1.97% (34) • Hispanic or Latino females 1.39% (24) • Black or African American males 7.87% (136) • Black or African American females 20.66% (357) • Asian males 4.51% (78) • Asian females 3.3% (57) • Native Hawaiian or Other Pacific Islander males 0% (0) • Native Hawaiian or Other Pacific Islander females 0% (0) • American Indian/Alaska Native males 0.23% (4) • American Indian/Alaska Native females 0.17% (3) • Two or More Races males 0.06% (1) • Two or More Races females 0.17% (3) • Reported Disability 5.5% (95) • Targeted Disability 1.22% (21) 		
Executive Summary	Page 1	

As of September 30, 2014, the participation rate for Hispanic males and females, White females, native Hawaiian or Other Pacific Islander males and females, and American Indian or Alaska Native males and females was low in the Commission's workforce when compared to the national civilian labor force (CLF). However, the Commission realized a modest increase in several categories (Hispanic or Latino males, White males, Asian males, and American Indian or Alaska Native males). Black or African American females remained above the CLF despite net workforce losses in this category. **Note:** The identification of groups who have a low participation rate is a measurement gauge and does not constitute or promote using quotas or preferences for selection. As always, the best qualified applicants are selected.

With regard to the FCC's three mission critical occupations of Attorneys, Engineers and Economists, the participation of women, Asian males and females, Black or African American males and females and American Indian or Alaska Native males continued to compare favorably to their CLF participation rates. In particular, in the Attorney Series, the participation rate was more than double their respective CLF participation rates for American Indian or Alaska Native males, Black or African American males and females, and Asian females. In the Economist Series, the participation rate was more than double its respective CLF participation rate for Black or African American females. In the Engineering Series, the participation rate was more than double their respective CLF participation rates for Black or African American males and Asian females. Notably, the participation rate for Hispanic or Latino males compared favorably to the CLF for the Engineering Series, while the participation rates for Hispanic or Latino males and females remained steady in the Attorney Series.

In FY 2014, the FCC undertook an ambitious effort to develop and implement an initiative to hire people with intellectual and developmental disabilities. The initiative resulted in an increase in the hiring of people with intellectual and developmental disabilities. In connection with this hiring initiative, the FCC conducted a thorough and unique sensitivity training program. In addition to the initiative to hire people with intellectual and developmental disabilities, the Commission increased its staffing of persons with disabilities through new hires, contracting and details from other agencies. **Note:** See Part J for a comprehensive description of the plan, training program and staffing increase of persons with disabilities.

With regard to EEO dispute resolution, informal traditional EEO counseling and Alternative Dispute Resolution (ADR) efforts addressed employee concerns before they resulted in formal complaints. Of the 13 EEO counseling sessions in FY2014, 4 did not result in a formal complaint due either to settlement by the parties or withdrawal from the EEO process. The 9 formal complaints filed alleging employment discrimination following a counseling session represented a decrease in the number of formal complaints filed the previous year (18). Investigations of eight of the complaints are still in progress. The remaining complaint was completed in 240 days. Supervisors, managers, and employees are encouraged to resolve EEO issues at the lowest level and utilize the FCC's ADR, Employee Assistance Program, and other workplace conflict resolution mechanisms. Full participation of agency supervisors and managers is required in the EEO complaint resolution process.

During FY 2014, the FCC continued to recognize, through its FCC Diversity Series, the Martin Luther King, Jr. Holiday, Black History Month, Women's History Month, Asian-Pacific American Heritage Month, Hispanic Heritage Month, American Indian Heritage Month and National Disability Employment Awareness Month.

The Commission's principal EEO objectives for FY 2015 and beyond include; (1) releasing its "Plan to Increase Employment of People with Disabilities," and (2) identifying ways of increasing the proportional representation of Hispanic males and females, Native Hawaiian or Other Pacific Islander males and females in the Commission's workforce. For example, the FCC will continue, whenever possible, to make frequent use of appropriate appointing authorities, *i.e.*, Schedule A Appointment of Persons with Disabilities, Veterans Recruitment Appointment, Veterans Employment Opportunity Act of 1998, the 30 percent Disabled Veterans Department of Defense Workforce Recruitment Program and the Department of Defense War-fighter Internship Program. In addition, the FCC will continue to review its personnel policies to ensure that they do not disproportionately impact members of any particular group. Additional EEO program objectives for FY 2015 include: identifying strategies to increase the proportional representation of minorities in the FCC's higher graded positions, GS-15 and above, expanded education, outreach and training to raise awareness among selecting officials before announcing position vacancies and continued training of managers and supervisors on reasonable accommodation resources, procedures and requirements.

This report demonstrates that, with the exceptions noted above, the Commission's workforce is proportionally represented when compared with the national civilian labor force. The FCC seeks to maintain a highly skilled, diverse workforce in order to accomplish its mission and goals. Through the initiatives outlined in this report, the Commission will continue working to increase the participation rates for all groups in the agency's workforce and promote equal access and opportunity for all employees and applicants for employment.

This annual report is mandated by the EEOC's Management Directive 715. This report is formatted and constructed following the reporting instructions provided by the EEOC and reflects the state of the FCC's Equal Employment Opportunity program for FY 2014.

**CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

I,

Ramona Mann

am the

(Insert name above)

(Insert official
title/series/grade above)

Acting Principal EEO Director/Official for

Federal Communications Commission

(Insert Agency/Component Name above)

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program are included with this Federal Agency Annual EEO Program Status Report.

The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.





I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.



Signature of Principal EEO Director/Official
Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with
EEO MD-715.





Date





Signature of Agency Head or Agency Head Designee

Date



EEOC FORM 715-01 PART G		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT		
Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.				
 Compliance Indicator	EEO policy statements are up-to-date.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
A new Agency Head was installed on November 4, 2013. The EEO policy statement was issued on July 23, 2014. Was the EEO policy Statement issued within 6 - 9 months of the installation of the Agency Head? If no, provide an explanation.		X		The EEO Policy Statement was uploaded on the FCC's intranet site on July 23, 2014.
During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation.			X	Due to the timing of the issuance of the first EEO Policy Statement, a year has not passed. The next EEO Policy Statement will be issued in July 2015.
Are new employees provided a copy of the EEO policy statement during orientation?		X		
When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?		X		
 Compliance Indicator	EEO policy statements have been communicated to all employees.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?				Not Applicable
Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?		X		
Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? [see 29 CFR §1614.102(b)(5)]		X		





 Compliance Indicator	Agency EEO policy is vigorously enforced by agency management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:		X		
resolve problems/disagreements and other conflicts in their respective work environments as they arise?		X		
address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?		X		
support the agency's EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities?		X		
ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?		X		
ensure a workplace that is free from all forms of discrimination, harassment and retaliation?		X		
ensure that subordinate supervisors have effective managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications ?		X		
ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?		X		
ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?		X		
Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?		X		
Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior.		X		
Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?		X		
Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?		X		





Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.				
 Compliance Indicator	The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Is the EEO Director under the direct supervision of the agency head? [see 29 CFR §1614.102(b)(4)] For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)		X		
Are the duties and responsibilities of EEO officials clearly defined?		X		
Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?		X		
If the agency has 2 nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?				Not Applicable
If the agency has 2 nd level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting components?				Not Applicable
If not, please describe how EEO program authority is delegated to subordinate reporting components.				
 Compliance Indicator	The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the EEO Director/Officer have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program?		X		
Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?		X		
Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?		X		
Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as re-organizations and re-alignments?		X		
Are management/personnel policies, procedures and practices examined at		X		



regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [see 29 C.F.R. § 1614.102(b)(3)]				
Is the EEO Director included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission?		X		
 Compliance Indicator	The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?		X		
Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?		X		
Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?		X		
Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204		X		
Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204		X		
People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709		X		
Are other agency special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP - 5 CFR 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs?		X		
 Compliance Indicator	The agency has committed sufficient budget to support the success of its EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems		X		





Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)	X		
Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?	X		
Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?	X		
Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?	X		
Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?	X		
Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [see 29 C.F.R. § 1614.102(b)(5)]	X		
Is there sufficient funding to ensure that all employees have access to this training and information?	X		
Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:	X		
for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?	X		
to provide religious accommodations?	X		
to provide disability accommodations in accordance with the agency's written procedures?	X		
in the EEO discrimination complaint process?	X		
to participate in ADR?	X		




Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY				
This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.				
 Compliance Indicator	EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area or responsibility.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?		X		
Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief information Officer?		X		




 Compliance Indicator	The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?		X		
Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?		X		
Have time-tables or schedules been established for the agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?		X		As part of an agency-wide process reform initiative, a working group is currently reviewing all of the FCC's Employee Development/Training programs, and this evaluation includes a review of systemic barriers. For training, the agency also tracks incidents of training by agency employees annually. In FY 2014, there were 9000 instances of training for the FCC's 1728 employees.
 Compliance Indicator	When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?		X		
Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?		X		
Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?			X	There were no findings of unlawful discrimination over the past two years.
If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation.				
Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?		X		
Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?		X		



Essential Element D: PROACTIVE PREVENTION Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.				
 Compliance Indicator	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?		X		
When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO office, agency EEO Action Plans to eliminate said barriers?		X		
Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?		X		
Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?		X		
Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?		X		
Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?		X		
Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?		X		
Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?		X		
 Compliance Indicator	The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are all employees encouraged to use ADR?		X		
Is the participation of supervisors and managers in the ADR process required?		X		





Essential Element E: EFFICIENCY Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.				
 Compliance Indicator	The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	

Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?		X		
Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?		X		
Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?		X		
Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?		X		
Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?		X		
 Compliance Indicator	The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the agency use a complaint tracking and monitoring system that allows identification of the location, and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?		X		
Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?		X		
Does the agency hold contractors accountable for delay in counseling and investigation processing times?		X		
If yes, briefly describe how: Processing requirements and deadlines are specifically discussed with contractors and compliance is routinely monitored throughout. Anticipated delays are promptly addressed and corrected where possible. In the event of repeated or unexplained instances of delay, the contract is not renewed.				
Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?		X		
Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?		X		
 Compliance Indicator	The agency has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are benchmarks in place that compare the agency's discrimination complaint processes with 29 C.F.R. Part 1614?		X		
Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?		X		

Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?		X		
Does the agency complete the investigations within the applicable prescribed time frame?		X		
When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?		X		
When a complainant requests a hearing, does the agency immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?		X		
When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?		X		
Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?		X		
 Compliance Indicator	There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?		X		
Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?			X	Not at this time; however, the FCC issues a "Supervisor's Survival Guide" to all new supervisors which, among other things, outlines important information supervisors and managers are expected to know about EEO requirements and processes. The guide has been revised to include specific information about the benefits associated with utilizing ADR to resolve workplace disputes and to encourage its use in appropriate cases. (See also Part H describing plans to satisfy this measure).
After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?		X		
Does the responsible management official directly involved in the dispute have settlement authority?		X		
 Compliance Indicator	The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space

 Measures		Yes	No	below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the EEOC?		X		
Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102(a)(1)?		X		
Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?		X		
Do the agency's EEO programs address all of the laws enforced by the EEOC?		X		
Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?		X		
Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?		X		
Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?		X		
 Compliance Indicator	The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO complaints?		X		
Does the agency discrimination complaint process ensure a neutral adjudication function?		X		
If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?		X		

Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE				
This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.				
 Compliance Indicator	Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	

	Does the agency have a system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?	<input checked="checked" type="checkbox"/>		
 Compliance Indicator	The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.		<input checked="checked" type="checkbox"/>		
Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?		<input checked="checked" type="checkbox"/>		
Are procedures in place to promptly process other forms of ordered relief?		<input checked="checked" type="checkbox"/>		
 Compliance Indicator	Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Is compliance with EEOC orders encompassed in the performance standards of any agency employees?		<input checked="checked" type="checkbox"/>		
If so, please identify the employees by title in the comments section, and state how performance is measured.		The Director, Office of Workplace Diversity, serves as the FCC's EEO Director and is accountable to the agency head on all EEO-related matters. In addition, the FCC Manager/Supervisor Performance Element No.4 includes "meeting affirmative employment principles, EEO and Diversity goals."		
Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?		<input checked="checked" type="checkbox"/>		
If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comments section.				
Have the involved employees received any formal training in EEO compliance?		<input checked="checked" type="checkbox"/>		
Does the agency promptly provide to the EEOC the following documentation for completing compliance:		<input checked="checked" type="checkbox"/>		
Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate agency official, or agency payment order dating the dollar amount of attorney fees paid?		<input checked="checked" type="checkbox"/>		

Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?	X		
Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued, narrative statement by an appropriate agency official of total monies paid?	X		
Compensatory Damages: The final agency decision and evidence of payment, if made?	X		
Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a date certain?	X		
Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s	X		
Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted. A copy of the notice will suffice if the original is not available.	X		
Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or agency's transmittal letter).	X		
Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	X		
Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	X		
Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.	X		
Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.	X		

Footnotes:

1. See 29 C.F.R. § 1614.102.

2. When an agency makes modifications to its procedures, the procedures must be resubmitted to the Commission. See *EEOC Policy Guidance on Executive Order 13164: Establishing Procedures to Facilitate the Provision of Reasonable Accommodation* (10/20/00), Question 28.

EEOC FORM 715-01 PART H		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Federal Communications Commission		FY 2014	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Demonstrated Commitment from Agency Leadership		
OBJECTIVE:	Ensure EEO and Anti-Harassment Policy Statements are consistent with EEOC guidance and issued annually.		
RESPONSIBLE OFFICIAL:	EEO Director		
DATE OBJECTIVE INITIATED:	July 24, 2014		
TARGET DATE FOR COMPLETION OF OBJECTIVE:	July 23, 2015 and annually thereafter		
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)		
Coordinate procedures with the Chairman's Office	January 30, 2015		
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE			
<p>The Commission amended the policy statements to reflect current EEO and Anti-Harassment law and policy in 2014. Additionally, the Acting EEO Director has coordinated procedures with the Chairman's Office to ensure these policy statements reflect current law and policy and are issued on an annual basis.</p>			

EEOC FORM 715-01 PART H	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Federal Communications Commission		FY 2014
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Integration of EEO into the Agency's Strategic Mission	
OBJECTIVE:	Inclusion of EEO as a goal in the FCC Strategic Plan	
RESPONSIBLE OFFICIAL:	EEO Director	
DATE OBJECTIVE INITIATED:	September 2013	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	2015	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
<p>The Commission has drafted language to include in its Strategic Plan for adoption in FY 2015.</p>		

EEOC FORM 715-01 PART H	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Federal Communications Commission		FY 2014
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Management and Program Accountability	
OBJECTIVE:	Increase management participation in the process of identifying and eliminating barriers to the full employment participation of the FCC's workforce	
RESPONSIBLE OFFICIAL:	EEO Director and Chief Human Capital Officer	
DATE OBJECTIVE INITIATED:	September 2013	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	July 2016	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Develop Plan for Annual Review of barriers for groups with low participation rates	July 2015	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
<p>Management has increased its participation in the process of identifying and eliminating barriers. As part of an agency-wide process reform initiative, the Commission created a working group to review the FCC's Employee Development/Training programs. This review includes an assessment of systemic barriers in the development and training of employees. In addition to assessing systemic barriers in the development and training sphere, the Commission is also assessing whether systemic barriers exist in the recruitment sphere. Specifically, the EEO Director has briefed and discussed the FCC's diversity statistics with the senior leaders and managers. This session included a discussion of strategies related to increasing the diversity pool for recruitment.</p>		

EEOC FORM 715-01 PART H		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Federal Communications Commission		FY 2014	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Management and Program Accountability		
OBJECTIVE:	Publish Reasonable Accommodation procedures on FCC external website for applicants in alternative formats and languages		
RESPONSIBLE OFFICIAL:	EEO Director and ITC Chief		
DATE OBJECTIVE INITIATED:	September, 2013		
TARGET DATE FOR COMPLETION OF OBJECTIVE:	February 28, 2015		
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)		
Revise procedures on external website to focus on applicants and not employees	February 13, 2015		
Coordinate with ITC to publish revised procedures	February 23, 2015		
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE			

EEOC FORM 715-01 PART H		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Federal Communications Commission		FY 2014	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:		Proactive Prevention of Unlawful Discrimination	
OBJECTIVE:		Identify barriers for the low participation rate of Hispanic males and females, as well as other groups.	
RESPONSIBLE OFFICIAL:		EEO Director and Human Resources Chief	
DATE OBJECTIVE INITIATED:		January 1, 2014	
TARGET DATE FOR COMPLETION OF OBJECTIVE:		July 2016	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)	
Conduct focus groups with employees in each demographic group to discuss their recruitment, hiring and career growth experiences with the FCC		May 2015	
Increase outreach to colleges and universities with more diverse populations		July 2015	
Meet with managers and supervisors to explore hiring motivations and practices		September 2015	
Review demographic information for applicants and qualified persons		November 2015	
Assess whether geographic reasons exist for the low participation rate		March 2016	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE			

EEOC FORM 715-01 PART H		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Federal Communications Commission		FY 2014	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Proactive Prevention of Unlawful Discrimination		
OBJECTIVE:	Identify barriers for the low participation rate of persons with targeted disabilities.		
RESPONSIBLE OFFICIAL:	EEO Director		
DATE OBJECTIVE INITIATED:	January 2015		
TARGET DATE FOR COMPLETION OF OBJECTIVE:			
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)		
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE			
<p>The Commission has made extensive progress towards developing and implementing procedures to eliminate barriers to full employment of persons with targeted disabilities. Notably, the Commission's employment of persons with disabilities increased 4.28% (8), while employment of persons with targeted disabilities increased 1.22% (1). For a full discussion of the Commission's initiatives, please see Part J.</p>			

EEOC FORM 715-01 PART H		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Federal Communications Commission		FY 2014	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Efficiency		
OBJECTIVE:	Acquire an ADR training module and require participation by all managers and supervisors. In addition, encourage managers and supervisors to utilize ADR in appropriate cases.		
RESPONSIBLE OFFICIAL:	EEO Director, Chief Learning Officer and Human Capital Officer		
DATE OBJECTIVE INITIATED:	August 13, 2013		
TARGET DATE FOR COMPLETION OF OBJECTIVE:	February 2016		
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)		
Communicate new ADR training requirement to all supervisors and managers and establish time- tables for fulfilling the training requirement	May 2015		
As budget allows, identify and acquire (or establish a timetable to acquire) an ADR training module appropriate to the agency's needs	September 2015		
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE			
<p>Prepared Draft ADR procedures. Commission expects to implement procedures in FY 2015. The EEO Director will work with the Chief Learning Officer to identify an appropriate ADR training module. Acquisition of an appropriate training module is anticipated by September 2015, contingent upon budget constraints.</p> <p>Also, the Agency revised its "Supervisor's Survival Guide" to include specific information about the benefits and value of utilizing ADR to resolve workplace disputes</p>			

EEOC FORM 715-01 PART H		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Federal Communications Commission		FY 2014	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Responsiveness and Legal Compliance		
OBJECTIVE:	Establish procedures to ensure compliance with EEOC Reporting Requirements		
RESPONSIBLE OFFICIAL:	EEO Director		
DATE OBJECTIVE INITIATED:	September 2013		
TARGET DATE FOR COMPLETION OF OBJECTIVE:			
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)		
Establish timeline and procedures for completion of required reports	March 2015		
Coordinate the procedures for publication of statements and data on external and internal websites in alternative formats and languages.	May 2015		
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE			

EEOC FORM 715-01 PART H		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Federal Communications Commission		FY 2014	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Timely Complete all EEO Counseling		
OBJECTIVE:	Identify and remove obstacles to the timely completion of EEO Counseling		
RESPONSIBLE OFFICIAL:	EEO Director		
DATE OBJECTIVE INITIATED:	September 2013		
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2015		
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)		
Hold quarterly meetings with Counselors to identify issues affecting the timely completion of reports	February 2015		
Increase the number and diversity of counselors	July 2015		
Update procedures for completion of counseling and required reports	May 2015		
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE			

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Federal Communications Commission	FY 2014	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>The participation rates for Hispanic or Latino men and women, American Indian/Alaska Native men and women and Native Hawaiian/Other Pacific Islander men and women in the agency's workforce remain lower than their respective CLF participation rates.</p> <p>This condition has been identified as a potential barrier through the review of workforce statistics, CLF data and analyses of MD-715 workforce tables.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Based on this trigger, the agency reviewed statistical data associated with recruitment activities and new hires over multiple years.</p>	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The agency has identified the use of veterans preference, budget constraints which reduced hiring overall, and the lack of representation of Hispanics in pools of qualified applicants for specific skillsets as barriers.</p>	
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Increase recruitment activities in universities and colleges with high percentages of Hispanic or Latino student body.</p>	
<p>RESPONSIBLE OFFICIAL:</p>	<p>EEO Director and Chief Human Capital Officer</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>January 31, 2013</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>4th Quarter FY 2015</p>	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Encourage diversity of selection panels	March 2015	
Focus recruitment and outreach on diversifying the applicant pool.	July 2015	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
<p>With regard to the FCC's three mission critical occupations of Attorneys, Engineers and Economists, the participation rate for Hispanic or Latino males compared favorably to the CLF for the Engineering Series. The participation rates for Hispanic or Latino males and females remained steady in the Attorney Series, even though the agency's ability to hire new employees has been reduced. The agency continued to work diligently to expand or enhance its recruitment and outreach capabilities to ensure a diverse stream of well-qualified applicants. All Bureau and Office Chiefs were reminded of the agency's commitment to diversity and the importance of ensuring that all recruitment efforts encompass outreach to organizations and groups that would help broaden the diversity of applicant pools. Bureau and Office Chiefs have also been directed to consider having selection panels that included diverse members and, as appropriate, consider diversity in the selection process. As external recruitment opportunities arise, the Office of Workplace Diversity will provide information that highlights areas in which the agency has low participation rates relative to the CLF and assist in devising strategies for increasing minority participation in the agency's applicant pools.</p>		

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Federal Communications Commission		FY 2014
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?		Although the participation rates of most minority groups in the agency's overall workforce compare favorably with the CLF, minorities generally have a low participation rate in the agency's higher graded positions, GS-15 and above. This condition has been identified as a potential trigger through the review of workforce demographics, CLF data and analyses of MD-715 workforce tables.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.		Findings are consistent with the following data sources: <ul style="list-style-type: none"> • FY workforce profiles • MD-715 workforce tables • CLF Statistics
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.		To date, we have not identified a specific hiring or promotion policy, practice or procedure that may be impacting the representation of any group in the GS-15 and above ranks; however, the agency will collect and analyze applicant flow, selection and other data related to promotions within the agency.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.		Examine the agency's hiring processes, including qualification and selection protocols, as well as employee development and training activities to gauge possible impacts on relatively low participation rates of minorities in the GS-15 and above positions.
RESPONSIBLE OFFICIAL:		EEO Director, Chief Human Capital Officer, Chief Learning Officer, managers and supervisors throughout the agency.
DATE OBJECTIVE INITIATED:		September 3, 2013
TARGET DATE FOR COMPLETION OF OBJECTIVE:		4 th Quarter FY 2015

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
The agency completed and submitted its Diversity and Inclusion Plan, mandated by EO 13583, to the Office of Personnel Management, which supports many of the same initiatives that are the focus of the MD-715 program. The Plan contains a number of specific metrics focused on among other things, diversity in agency leadership positions.		

EEOC FORM 715-01 PART J		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities								
PART I Department or Agency Information	1. Agency		1. Federal Communications Commission							
	1.a. 2 nd Level Component		1.a.							
	1.b. 3 rd Level or lower		1.b.							
PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the beginning of FY.		... end of FY.		Net Change				
		Number	%	Number	%	Number	Rate of Change			
	Total Work Force	1755	100.00%	1728	100.00%	-27	-1.54%			
	Reportable Disability	66	3.76%	74	4.28%	8	12.12%			
	Targeted Disability*	20	1.14%	21	1.22%	1	5.00%			
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).									
	1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.						0			
	2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.						0			
	PART III Participation Rates In Agency Employment Programs									
Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability		
		#	%	#	%	#	%	#	%	
3. Competitive Promotions	1306	53	4.06	19	1.45	41	3.14	1193	91.35	
4. Non-Competitive Promotions	73	3	4.11	2	2.74	3	4.11	65	89.04	
5. Employee Career Development Programs	0	0	0.0	0	0.0	0	0.0	0	0.0	
5.a. Grades 5 - 12	0	0	0.0	0	0.0	0	0.0	0	0.0	
5.b. Grades 13 - 14	0	0	0.0	0	0.0	0	0.0	0	0.0	
5.c. Grade 15/SES	0	0	0.0	0	0.0	0	0.0	0	0.0	
6. Employee Recognition and Awards	3863	144	3.73	48	1.24	109	2.82	3562	92.21	
6.a. Time-Off Awards (Total hrs	54886	2016	3.67	656	1.20	1646	3.00	50568	92.13	

awarded)									
6.b. Cash Awards (total \$\$\$ awarded)	1,934,353	86,622	4.48	20,713	1.07	51,807	2.68	1,775,211	91.77
6.c. Quality-Step Increase	89	2	2.25	0	0.0	2	2.25	85	95.56

EEOC FORM 715-01 Part J	<p align="center">Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities</p> <p>In 2014, the FCC undertook an ambitious effort to develop and implement an initiative to hire people with intellectual and developmental disabilities. Through the course of the year, the FCC developed partnerships with the George Mason University LIFE, The Arc and St. John's Community Services. Through these partnerships, the FCC brought on two student interns, including one in the Chairman's office, and hired five (5) permanent employees. The five employees were hired using Schedule A authority and are all in their first year of employment with the Commission, working in three different Bureaus and Offices.</p> <p>In connection with this hiring initiative, the FCC conducted a thorough sensitivity training program. This training program included informal sessions with more than 200 employees and contractors and was designed to make people aware and sensitive to the needs of the new employees. In addition, the FCC developed online training focused on educating employees and contractors on being sensitive to the needs of any employee or person with a disability. This training is unique in the federal government because it is specific to the FCC, incorporating Chairman and Commissioner participation and personal reflections from employees.</p> <p>In addition to the initiative and training program, the FCC increased the number of persons with disabilities through new hires, contracting, and details from other agencies. These individuals were instrumental in preparing materials in alternative formats for people with disabilities and updating the Commission's electronic and information technologies so that they were accessible to employees and members of the public.</p> <p>In conjunction with its other initiatives, the FCC is developing a "Plan to Increase Employment of People with Disabilities." This plan is consistent with President Obama's Executive Order 13548. The FCC expects to adopt the plan in FY 2015.</p>
Part IV Identification and Elimination of Barriers	Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities using FORM 715-01 PART I . Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.
Part V Goals for Targeted Disabilities	<p>Agencies with 1,000 or more permanent employees are to use the space provided below to describe the strategies and activities that will be undertaken during the coming fiscal year to maintain a special recruitment program for individuals with targeted disabilities and to establish specific goals for the employment and advancement of such individuals. For these purposes, targeted disabilities may be considered as a group. Agency goals should be set and accomplished in such a manner as will effect measurable progress from the preceding fiscal year. Agencies are encouraged to set a goal for the hiring of individuals with targeted disabilities that is at least as high as the anticipated losses from this group during the next reporting period, with the objective of avoiding a decrease in the total participation rate of employees with disabilities.</p> <p>Goals, objectives and strategies described below should focus on internal as well as external sources of candidates and include discussions of activities undertaken to identify individuals with targeted</p>

	<p>disabilities who can be (1) hired; (2) placed in such a way as to improve possibilities for career development; and (3) advanced to a position at a higher level or with greater potential than the position currently occupied.</p> <p>As mentioned in Part J above, the FCC deployed its plan to hire people with intellectual and developmental disabilities. In addition to continuing this program, the FCC expects to finalize and implement its “Plan for Hiring People with Disabilities” in FY 2015. This plan is consistent with President Obama’s Executive Order 13548.</p>
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